



1st Battalion, 1st Marines Commanding Officer's Statement on Equal Opportunity



The Marine Corps exists solely to win our Nation's battles; we stand ready to fight in order to defend the citizens, values, and interests of the United States of America. Our heritage has taught us that respect, dignity, and mutual trust are essential elements in building the cohesive units required to defeat the fiercest adversaries and overcome the harshest environments. Discrimination or harassment defies our efforts to create strong teams and contradicts the high standards our Nation expects of Marines. **My responsibility as your Commanding Officer is to ensure fair and just treatment of every Marine, Sailor, and civilian assigned to 1st Battalion, 1st Marines.**

The Marine Corps policy on equal opportunity is clear: to provide equality of treatment and the opportunity for all Marines and Sailors to achieve their full potential based solely upon individual merit, fitness, and ability. **Discrimination of any kind—including sexual harassment—has no place in our battalion.** It undermines morale, reduces combat readiness, and prevents personal development. It is inconsistent with our professionalism. It is incompatible with our Core Values.

Effective small unit leadership is the key to promoting camaraderie among individuals regardless of age, color, race, gender, religion, national origin or sexual orientation. Our unit leaders must lead by example, teach Marines to draw strength from their differences, and act swiftly to address any inappropriate behavior and eliminate all forms of unlawful discrimination. **The chain of command has an obligation to ensure all personnel understand the Marine Corps policy regarding equal opportunity; all Marines have a responsibility to identify unfair practices to higher authority via the chain of command.**

Accordingly, I task each company commander with posting this policy in the headquarters area and discussing the relationship between equal opportunity and combat effectiveness with the Marines and Sailors under their charge. Commanders will also ensure members of their command know how to contact their Equal Opportunity Representative.

The Informal Resolution Process is the first step to resolve issues quickly and at the lowest level. A formal complaint via the request mast process is the preferred recourse if informal resolution does not resolve the issue to the complainant's satisfaction. **No one will be subject to any form of reprisal for filing a complaint. Filing a false allegation will result in disciplinary action.**

The 1st Battalion, 1st Marines Equal Opportunity Representative is MSgt J. Lee, 763-1190

S. M. SUTEY
Lieutenant Colonel, USMC
Commanding Officer